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ABSTRACT

This evaluation instrument consists of ten tests checking: 1) Bachelor's degree minimum scheduled salary; 2) spread between bachelor's degree and master's degree levels; 3) amount scheduled for master's degree class at highest step; 4) maximum salary for six years of preparation; 5) maximum salary for highest preparation level not requiring a doctor's degree; 6) ratio of minimum salary for master's degree to minimum for bachelor's degree; 7) ratio of maximum salary for master's degree class to minimum salary for bachelor's degree class; 8) ratio of maximum salary for six years of preparation to minimum for bachelor's degree; 9) average annual increment for master's degree salary class as a percent of bachelor's degree minimum scheduled salary; 10) salary recognition for advanced preparation beyond bachelor's degree. A score sheet for summarizing total scores and a form for graphic presentation are included. (MS)

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Instrument for

Evaluation of Teacher Salary Schedules

1969-70

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CONTENTS

Introduction 4

Development of the Evaluation Instrument 4
Description of the Tests 4
Part A--Scheduled Dollar Amounts 5
Part B--Structure of the Salary Schedule 5

Part A--Scheduled Dollar Amounts 7

Test 1--Minimum Scheduled Salary for the Bachelor's Degree Salary Class 7

Test 2--Dollar Difference Between Salary Classes for the Bachelor's Degree and the Master's Degree (or Five Years) at the Highest Common Step 9

Test 3--Scheduled Salary for the Master's Degree (or Five Years) Salary Class at Step 14 (After 13 Annual Increments) 11

Test 4--Maximum Scheduled Salary for Six Years of Preparation (M.A. Plus 30) 13

Test 5--Maximum Scheduled Salary for the Highest Preparation Salary Class Not Requiring a Doctor's Degree 15

Part B--Structure of the Salary Schedule 17

Test 6--Ratio of Minimum Scheduled Salary for the Master's Degree Salary Class to the Minimum for the Bachelor's Degree Salary Class 17

Test 7--Ratio of Maximum Scheduled Salary for the Master's Degree Salary Class to the Minimum for the Bachelor's Degree Salary Class 19

Test 8--Ratio of Maximum Scheduled Salary for Six Years of Preparation to the Minimum Scheduled Salary for the Bachelor's Degree 21

Test 9--Average Annual Increment (Dollar Amount) for the Master's Degree Salary Class as a Percent of the Bachelor's Degree Minimum Scheduled Salary .. 23

Test 10--Salary Recognition for Advanced Preparation Beyond the Bachelor's Degree 25

Score Sheet for Evaluation of Teacher Salary Schedules, 1969-70 26

Graphic Presentation of Scores, Tests 1-10 27

INTRODUCTION

Development of the Evaluation Instrument

The school year 1969-70 is the fifth consecutive year that the National Education Association has undertaken an objective evaluation of salary schedules for teachers. Salary schedules serve as the basis for remuneration of members of the teaching profession and have an important role in attracting and retaining them in individual school systems and in the profession. It is important, therefore, that desirable practices be recognized, both in providing adequate amounts of remuneration, and in structuring the schedule with respect to factors such as recognition of advanced levels of preparation, number of increments, and the like.

The staffs of the NEA Research Division and of the NEA Salary and Negotiation Consultant Service (now part of the Division of Field Services) worked jointly in the development of an objective instrument for evaluating salary schedules for teachers. The developmental work involved extensive efforts to assemble the best in experience and judgment regarding the component parts of good salary scheduling and appropriate relationships among these parts.

The first evaluation instrument was applied by the Research Division to a large number of 1965-66 salary schedules from systems with enrollments of 6,000 or more to a selected group of high-income suburban systems. Results were published in Research Report 1965-R16, Evaluation of Salary Schedules for Classroom Teachers, 1965-66. Summary tables showed distributions and average and median scores; scores for individual schedules were not reported.

The instrument was revised for use in 1966-67 and developed to the point where it was deemed appropriate to report the scores of individual school systems. Accordingly, Research Report 1966-R19, Evaluation of Salary Schedules for Classroom Teachers, 1966-67, was published in the fall of 1966. It contained summary tables of distributions and mean and median scores of schedules for all reporting systems with enrollments of 6,000 or more and for a selected group of high-income suburban systems, and also a system-by-system listing of scores for each schedule evaluated.

Experience with the application of the evaluation instrument to 1966-67 salary schedules showed it to be an appropriate measure of the relative quality of salary schedules. However, this experience indicated that further improvements were needed. There was also need for the instrument to be more reflective of NEA goals for teacher salaries as stated in the 1966 NEA resolution on salary policy which was restated in July 1967 and applied both to 1967-68 schedules and to those received in 1966-67. To show comparable scores for the three-year period, 1966-67 through 1968-69, the same instrument was applied to schedules from reporting systems for each of the three years and the results were presented in Research Report 1968-R14, Evaluation of Teacher Salary Schedules, 1966-67, 1967-68, and 1968-69.

To incorporate the changes made in the NEA salary resolution by the Representative Assembly at its annual meeting in July 1968, further revisions in the evaluative instrument were undertaken. These revisions have been made, and the revised tests and scoring ranges are presented below.

The instrument continues to consist of 10 tests, each with a maximum score of 100 points, or a total of 1,000 points for a perfect score. The five tests making up Part A concern the adequacy of dollar amounts scheduled, and account for a possible 500 points; the five tests in Part B, which evaluate the structure of the schedule in terms of desirable practice, account for the remaining 500 points.

It is expected that the revised instrument will be used for at least a three-year period, with annual adjustments in the scales during this period, to maintain the mid-score of 50 points for each test at approximately the anticipated national median.

Description of the Tests

All salary schedules received by the NEA Research Division in connection with its 1969-70 salary schedule studies will be evaluated. A report will be printed in the fall of 1969 which will summarize scores for each test, showing mean, median, and range of low and high scores. Scores for individual districts will not be published but will be available on request.

Following the 10 tests is a score sheet for summarizing the total scores for the schedule being evaluated; a form for graphically presenting the score of each test is also included.

Throughout the evaluation, only regularly scheduled maximum salaries are considered. No cognizance is taken of long-service increments, merit maximums, or unexplained supermaximums.

Part A—Scheduled Dollar Amounts

Test 1--Minimum Scheduled Salary for the Bachelor's Degree Salary Class

The first check point on the schedule is the bachelor's degree minimum scheduled salary. If the earned degree is not mentioned, the salary class requiring four years of preparation is used in the application of Test 1. The maximum score of 100 points is given for a scheduled minimum of $10,500, the amount specified in the 1968 NEA salary resolution. Admittedly this goal is not close to realization by many districts. In light of current economic conditions, however, and in relation to salaries paid beginners in other professions, it is a reasonable goal.

Test 2--Dollar Difference Between Salary Classes for the Bachelor's Degree and the Master's Degree (or Five Years) at the Highest Common Step

The second check point is the spread between the bachelor's degree and the master's degree preparation levels at the highest common step. This measures whether or not adequate salary recognition is given for completion of an additional year of preparation.

Test 3--Scheduled Salary for the Master's Degree (or Five Years) Salary Class at Step 14 (After 13 Annual Increments)

The third check point is the dollar amount scheduled for the master's degree (or five years) salary class at Step 14. In accordance with the NEA salary resolution, a maximum of $21,000 is required for a score of 100 points on this test. Since the goal is unrealistic at the present time for many districts, Test 3 has been scaled so that a total of 95 points can be obtained with a scheduled salary of $14,150 at Step 14 since the median number of increments in the master's degree salary class is 13 for all systems.

If there are fewer than 14 steps, the amount scheduled at the highest step recognized is used in application of this test.

Test 4--Maximum Scheduled Salary for Six Years of Preparation (M.A. plus 30)

The fourth check point on the schedule measures the maximum salary scheduled for six years of preparation. A maximum of $22,000 is required to obtain a score of 100 points on this test. This maximum is $1,000 higher than that specified in the NEA salary resolution for the master's degree. Since this amount at present can usually be considered a somewhat long-range goal, 95 points are given for a scheduled maximum of $15,150. No points are allowed on Test 4 for a scheduled maximum below $8,850.

If there is no salary recognition of the sixth year of preparation in the schedule, the score on this test automatically is zero.

Test 5--Maximum Salary Scheduled for the Highest Preparation Class Not Requiring a Doctor's Degree

The fifth check point is the maximum scheduled salary for the highest preparation level recognized which does not require an earned doctor's degree. This may range from the master's degree to seven years of preparation. A maximum of 500 points can be scored on Tests 1 through 5 making up one-half of the 1,000 points possible of attainment on the 10 tests.

Part B—Structure of the Salary Schedule

Test 6--Ratio of the Minimum Scheduled Salary for the Master's Degree Salary Class to the Minimum for the Bachelor's Degree Class

The sixth check point concerns recognition of the master's degree or fifth year of preparation, in relation to the bachelor's degree, or four years of preparation. This is a test of good salary schedule structure. To obtain the maximum score of 100 points, the master's degree minimum should be at least 20 percent higher than the minimum scheduled for the bachelor's degree salary class. This is approximately the differential necessary to double the bachelor's degree minimum with 10 increments of 8 percent of the bachelor's minimum.

Test 7--Ratio of Maximum Scheduled Salary for the Master's Degree Salary Class to the Minimum for the Bachelor's Degree Salary Class

The seventh check point measures in structure of the schedule what Test 3 measures in terms of scheduled dollar amounts and also recognizes the NEA salary goal which states that the salary scheduled at step 11 of the master's degree salary class should be twice that of the scheduled minimum for the bachelor's degree.

To achieve a perfect score of 100 points on this test the ratio of the master's degree maximum achieved at step 11 or earlier should be twice the minimum for the bachelor's degree. If doubling does not occur until step 15 or later, the total score is only 80 points.

Test 8--Ratio of Maximum Scheduled Salary for Six Years of Preparation to the Minimum for the Bachelor's Degree

The eighth check point is the ratio of the maximum scheduled salary for six years of preparation to the minimum scheduled salary for the bachelor's degree salary class. Good structuring calls for the recognition of the sixth year of college preparation; the maximum of this class should be at least 120 percent (220.0 ratio) above the bachelor's degree minimum since the NEA goal for the master's degree maximum is 100 percent (ratio 200.0) above the bachelor's degree minimum.

Since Test 8 is a measure of good structure, the maximum points can be achieved by a district whose scheduled dollar amounts are somewhat lower than the goal schedule would require.

If the sixth year of preparation is not recognized for salary purposes, the score on Test 8 is zero.

Test 9--Average Annual Increment (Dollar Amount) for the Master's Degree Salary Class as a Percent of the Bachelor's Degree Minimum Scheduled Salary

The ninth test measures the size of the average dollar amount of the annual increment in the master's degree class expressed as a percent of the bachelor's degree minimum. To score 100 points on this test, the average increment in the master's degree class should be 8 percent of the bachelor's degree minimum.

It is desirable to structure a schedule with annual increments which are sufficiently large to be meaningful and which will provide the desired maximum in a reasonable number of steps.

Test 10--Salary Recognition for Advanced Preparation Beyond the Bachelor's Degree

Test 10 checks (a) recognition of the seventh year of preparation not requiring the doctor's degree and (b) the recognition of the doctor's degree as a separate salary class. A score of 20 points is allowed if both of these salary classes are recognized in the schedule, and 10 points for either one or the other.

This test also takes cognizance of the NEA policy of recognizing intermediate preparation levels beyond the bachelor's degree, that is, salary classes for amounts of advanced preparation amounting to less than a full academic year.

A maximum of 500 points can be scored on Tests 6 through 10, making up the other half of the possible 1,000 points attainable on the 10 tests.

Part A—Scheduled Dollar Amounts

Test 1--Minimum Scheduled Salary for the Bachelor's Degree Salary Class[a/]

Scheduled salary	Number of points
$10,500 or more	100
9,000-$10,499	95
8,750- 8,999	90
8,500- 8,749	85
8,250- 8,499	80
8,000- 8,249	75
7,750- 7,999	70
7,500- 7,749	65
7,250- 7,499	60
7,000- 7,249	55
6,750- 6,999	50
6,500- 6,749	45
6,250- 6,499	40
6,000- 6,249	35
5,750- 5,999	30
5,500- 5,749	25
5,250- 5,499	20
5,000- 5,249	15
4,750- 4,999	10
4,500- 4,749	5
Less than $4,500	0

a/ When earned bachelor's degree is not specified, the four-year equivalence is accepted for full credit in scoring this test.

Test 2--Dollar Difference Between Salary Classes for the Bachelor's Degree and the Master's Degree (or Five Years) at the Highest Common Step

Amount of differential	Number of points
$2,000 or more	100
1,900-$1,999	95
1,800- 1,899	90
1,700- 1,799	85
1,600- 1,699	80
1,500- 1,599	75
1,400- 1,499	70
1,300- 1,399	65
1,200- 1,299	60
1,100- 1,199	55
1,000- 1,099	50
900- 999	45
800- 899	40
700- 799	35
600- 699	30
500- 599	25
400- 499	20
300- 399	15
200- 299	10
100- 199	5
Less than $100	0

Test 3--Scheduled Salary for the Master's Degree (or Five Years) Salary Class at Step 14 (After 13 Annual Increments)[a/]

Amount	Points
$21,000 or more	100
14,150-$20,999	95
13,800- 14,149	90
13,450- 13,799	85
13,100- 13,449	80
12,750- 13,099	75
12,400- 12,749	70
12,050- 12,399	65
11,700- 12,049	60
11,350- 11,699	55
11,000- 11,349	50
10,650- 10,999	45
10,300- 10,649	40
9,950- 10,299	35
9,600- 9,949	30
9,250- 9,599	25
8,900- 9,249	20
8,550- 8,899	15
8,200- 8,549	10
7,850- 8,199	5
Less than $7,850	0

a/ If there are fewer than 14 steps scheduled, use the amount scheduled at the highest step recognized. Exclude long-service or merit steps.

Test 4--Maximum[a/] Scheduled Salary for Six Years of Preparation (M.A. Plus 30)

Amount	Points
$22,000 or more	100
15,150-$21,999	95
14,800- 15,149	90
14,450- 14,799	85
14,100- 14,449	80
13,750- 14,099	75
13,400- 13,749	70
13,050- 13,399	65
12,700- 13,049	60
12,350- 12,699	55
12,000- 12,349	50
11,650- 11,999	45
11,300- 11,649	40
10,950- 11,299	35
10,600- 10,949	30
10,250- 10,599	25
9,900- 10,249	20
9,550- 9,899	15
9,200- 9,549	10
8,850- 9,199	5
Less than 8,850	0

a/ Exclusive of long-service or merit increments.

Note: If there is no salary recognition for the sixth-year of preparation (M.A. plus 30), the score on this test automatically is zero.

Test 5--Maximum[a/] Scheduled Salary for the Highest Preparation Salary Class Not Requiring a Doctor's Degree

Amount	Points
$23,000 or more	100
16,150-$22,999	95
15,800- 16,149	90
15,450- 15,799	85
15,100- 15,449	80
14,750- 15,099	75
14,400- 14,749	70
14,050- 14,399	65
13,700- 14,049	60
13,350- 13,699	55
13,000- 13,349	50
12,650- 12,999	45
12,300- 12,649	40
11,950- 12,299	35
11,600- 11,949	30
11,250- 11,599	25
10,900- 11,249	20
10,550- 10,899	15
10,200- 10,549	10
9,850- 10,199	5
Less than $9,850	0

a/ Exclusive of long-service or merit increments.

Note: If there is a salary class for seven years of preparation or more not requiring an earned doctorate, use it for application of this test.

Part B—Structure of the Salary Schedule

Test 6--Ratio of Minimum Scheduled Salary for the Master's Degree Salary Class to the Minimum for the Bachelor's Degree Salary Class[a/]

Ratio (Bachelor's degree minimum = 100.0)	Points
120.0 or higher	100
119.2-119.9	95
118.4-119.1	90
117.6-118.3	85
116.8-117.5	80
116.0-116.7	75
115.2-115.9	70
114.4-115.1	65
113.6-114.3	60
112.8-113.5	55
112.0-112.7	50
111.2-111.9	45
110.4-111.1	40
109.6-110.3	35
108.8-109.5	30
108.0-108.7	25
107.2-107.9	20
106.4-107.1	15
105.6-106.3	10
104.8-105.5	5
104.7 or lower	0

a/ When bachelor's and/or master's degrees are not specified, the equivalency is accepted for full credit.

Note: Do not round computed ratios.

Test 7--Ratio of Maximum[a] Scheduled Salary for the Master's Degree Salary Class to the Minimum for the Bachelor's Degree Salary Class

Ratio (Bachelor's degree minimum = 100.0)	Points When maximum is reached at Step[b]				
	11 or earlier	12	13	14	15 or later
200.0 or higher	100	95	90	85	80
197.5-199.9	95	90	85	80	75
195.0-197.4	90	85	80	75	70
192.5-194.9	85	80	75	70	65
190.0-192.4	80	75	70	65	60
187.5-189.9	75	70	65	60	55
185.0-187.4	70	65	60	55	50
182.5-184.9	65	60	55	50	45
180.0-182.4	60	55	50	45	40
177.5-179.9	55	50	45	40	35
175.0-177.4	50	45	40	35	30
172.5-174.9	45	40	35	30	25
170.0-172.4	40	35	30	25	20
167.5-169.9	35	30	25	20	15
165.0-167.4	30	25	20	15	10
162.5-164.9	25	20	15	10	5
160.0-162.4	20	15	10	5	0
157.5-159.9	15	10	5	0	0
155.0-157.4	10	5	0	0	0
152.5-154.9	5	0	0	0	0
152.4 or lower	0	0	0	0	0

a/ Exclusive of long-service or merit increments.

b/ Step 1 is the first step on the schedule whether by local custom it is labeled 0 or 1.

Note: Do not round computed ratios.

Test 8--Ratio of Maximum[a] Scheduled Salary for Six Years of Preparation to the Minimum Scheduled Salary for the Bachelor's Degree

Ratio (Bachelor's degree minimum = 100.0)	Points When maximum is reached at Step[b]				
	13 or earlier	14	15	16	17 or later
220.0 or more	100	95	90	85	80
217.0-219.9	95	90	85	80	75
214.0-216.9	90	85	80	75	70
211.0-213.9	85	80	75	70	65
208.0-210.9	80	75	70	65	60
205.0-207.9	75	70	65	60	55
202.0-204.9	70	65	60	55	50
199.0-201.9	65	60	55	50	45
196.0-198.9	60	55	50	45	40
193.0-195.9	55	50	45	40	35
190.0-192.9	50	45	40	35	30
187.0-189.9	45	40	35	30	25
184.0-186.9	40	35	30	25	20
181.0-183.9	35	30	25	20	15
178.0-180.9	30	25	20	15	10
175.0-177.9	25	20	15	10	5
172.0-174.9	20	15	10	5	0
169.0-171.9	15	10	5	0	0
166.0-168.9	10	5	0	0	0
163.0-165.9	5	0	0	0	0
162.9 or lower or six years not recognized	0	0	0	0	0

a/ Exclusive of long-service or merit increments.

b/ Step 1 is the first step on the schedule whether by local custom it is labeled 0 or 1. If six-year class is not recognized at Step 1, count from next lower class which is recognized at Step 1.

Note: Do not round computed ratios.

Test 9--Average Annual Increment (Dollar Amount) for the Master's Degree Salary Class as a Percent of the Bachelor's Degree Minimum Scheduled Salary

Percent	Points
8.00% or more	100
7.75-7.99%	95
7.50-7.74	90
7.25-7.49	85
7.00-7.24	80
6.75-6.99	75
6.50-6.74	70
6.25-6.49	65
6.00-6.24	60
5.75-5.99	55
5.50-5.74	50
5.25-5.49	45
5.00-5.24	40
4.75-4.99	35
4.50-4.74	30
4.25-4.49	25
4.00-4.24	20
3.75-3.99	15
3.50-3.74	10
3.25-3.49	5
3.24 or lower	0

Note: Do not round computed ratios.

Test 10--Salary Recognition for Advanced Preparation Beyond the Bachelor's Degree

Requirement	Possible points	Score
1. Salary recognition for seven years of preparation but without the doctor's degree	10	_____
2. Salary recognition for the doctor's degree	10	_____
3. One intermediate salary class between the fourth and fifth years of preparation ...	10	_____
4. A second intermediate salary class between the fourth and fifth years of preparation	10	_____
5. One intermediate salary class between the fifth and sixth years of preparation	10	_____
6. A second intermediate salary class between the fifth and sixth years of preparation	10	_____
7. One intermediate salary class between the sixth and seventh years of preparation ..	10	_____
8. A second intermediate salary class between the sixth and seventh years of preparation	10	_____
9. Uniform dollar amount added for each additional credit hour--to be measured at Step 1 of each salary class	10	_____
10. All salary classes are scheduled at equal intervals in terms of credit hours	10	_____
Total	_____	_____

Score Sheet for Evaluation of Teacher Salary Schedules, 1969-70

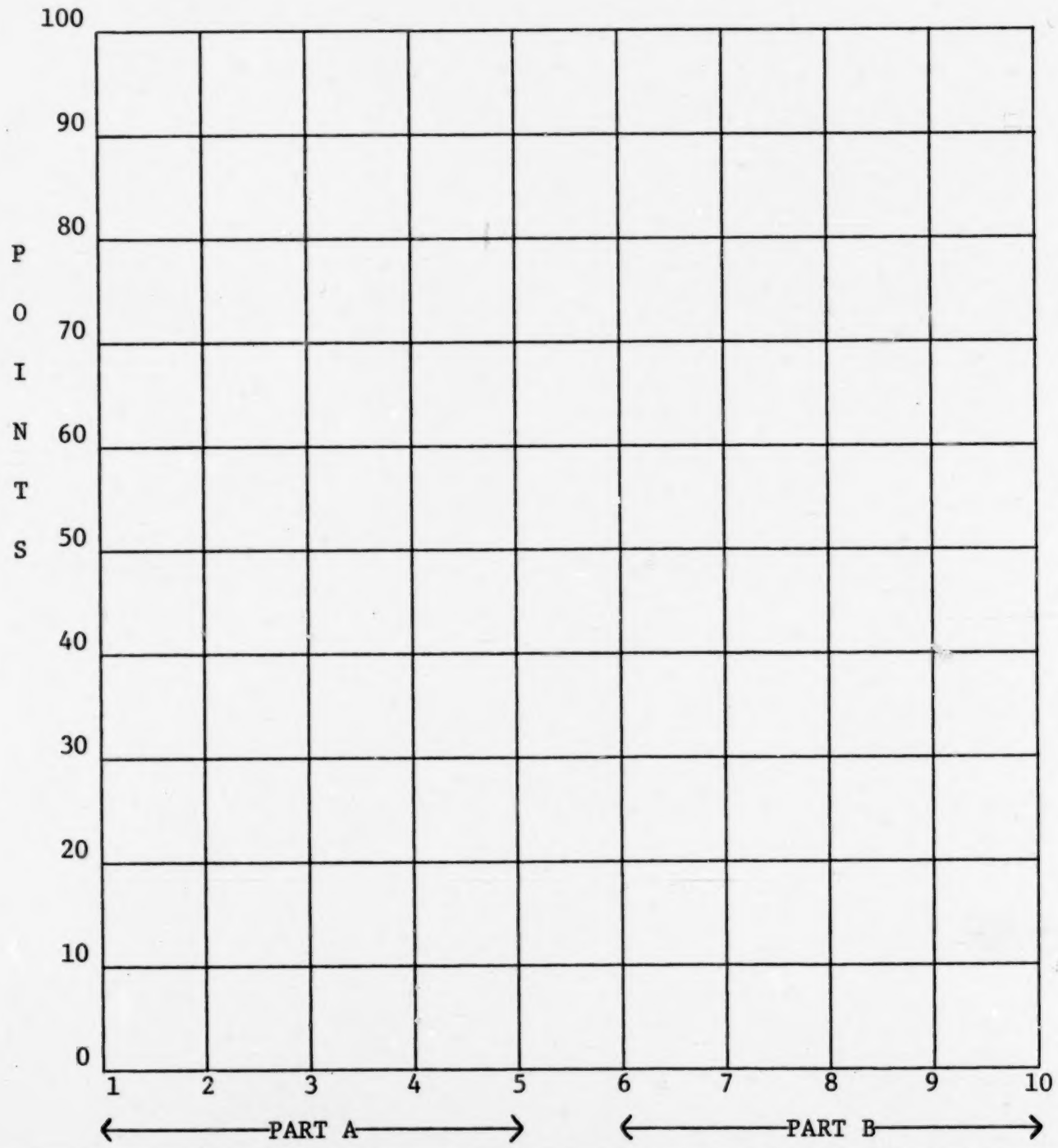
Test	Maximum points possible	Points scored
PART A--SCHEDULED DOLLAR AMOUNTS:		
Test 1--Minimum scheduled salary for the bachelor's degree salary class	100	
Test 2--Dollar difference between salary classes for the bachelor's degree and the master's degree (or five years) at the highest common step	100	
Test 3--Scheduled salary for the master's degree (or five years) salary class at step 14 (after 13 annual increments)	100	
Test 4--Maximum scheduled salary for six years of preparation (M.A. plus 30)	100	
Test 5--Maximum scheduled salary for the highest preparation salary class not requiring a doctor's degree	100	
Subtotal, Part A--Tests 1 to 5	500	
PART B--STRUCTURE OF THE SCHEDULE:		
Test 6--Ratio of minimum scheduled salary for the master's degree salary class to the minimum for the bachelor's degree salary class	100	
Test 7--Ratio of maximum scheduled salary for the master's degree salary class to the minimum for the bachelor's degree salary class	100	
Test 8--Ratio of the maximum scheduled salary for six years of preparation to the minimum scheduled salary for the bachelor's degree	100	
Test 9--Average annual increment (dollar amount) for the master's degree salary class as a percent of the bachelor's degree minimum scheduled salary	100	
Test 10--Salary recognition for advanced preparation beyond the bachelor's degree	100	
Subtotal, Part B--Tests 6 to 10	500	
Total score--Tests 1 through 10	1,000	

School system _____

Evaluator _____ Date _____

Graphic Presentation of Scores, Tests 1-10

District _____ Evaluator _____ Date _____



TESTS

1. Amount of B.A. minimum.
2. Differential between B.A. and M.A. salary classes.
3. Scheduled amount in M.A. salary class at Step 14.
4. Maximum amount scheduled for six years of preparation.
5. Highest scheduled maximum not requiring a doctor's degree.
6. Ratio, M.A. minimum to B.A. minimum.
7. Ratio, M.A. maximum to B.A. minimum.
8. Ratio, six-year maximum to B.A. minimum.
9. Average M.A. increment (dollar amount) as a percent of B.A. minimum.
10. Recognition of advanced preparation beyond the B.A. degree.